

# Faculty Development Committee

## Minutes for May 27, 2015

In attendance: Mike McClean, Kathleen Macvarish, Yorghos Tripodis, Lora Sabin, Nafisa Halim, Deb Fournier

### 1. K-award mentoring: Update

- Emily Rothman leading program
- Open cohort, year-round
  - Everybody can share their own individual timelines and junior faculty can enter any time.
- Currently have 8 participants

### 2. Discuss Draft Faculty Development Agenda (handout)

- Faculty will continue to receive \$2,000/year but approach may change
- A new sabbatical policy is being drafted. There was interest in knowing how many on average the school can afford each year.

### 3. Develop model for formal mentoring program

- Training for mentors
  - David Felson has a skills-based case-based mentoring program that he does at 16 institutions and would be excited to do this at SPH and leverage the resources to make something SPH specific. Deb can send the link to Mike.
  - Howard Cabral and Catherine just participated in this “train the mentor” program and it would be interesting to know their experience.
- Multiple mentors per faculty member
  - There needs to be a structured program and the mentor needs guidance on what to do in a mentoring role.
  - It seems like there is no outlet for mentoring and mentoring would work best when a junior person is working together with a senior person.
  - The mentor should have a vested interest in the mentee whether it is part of the faculty review or the mentor/mentee have similar research interests.
  - There could be a process for keeping tabs on the mentor-mentee relationship as a way to look out for the junior faculty.
- Mentor-mentee contracts
  - This would explicitly outline expectations for mentors and mentees.
  - school level program would establish/clarify at least a minimum level of expectations.
- Peer groups / proseminar model
  - It would be valuable to create a/multiple peer groups of junior faculty across departments.
  - The doctoral students have proseminars and this is something that could be done for junior faculty.
  - Peer groups would be a good idea for junior faculty which would include some touching base but it would be more community forming for the junior faculty.
  - There could be a small group for professional development for junior faculty.
- Essentially informal training on “how to become a faculty member”

### 4. Optimal role of Faculty Development Committee moving forward?

- Overlap with Faculty Senate
  - There used to not be overlap between faculty development members and the faculty senate. But some overlap not necessarily a bad thing

- Person in FD role (currently Mike) needed to continue to provide link between the FS and the FD.
  - FS should raise problems and the FD would work on ideas to make them happen.
- Need or long-term career planning/mentoring
  - We should re-open the career development process and include long-term career planning – it currently does not even require to look at the CV.
  - When Dean Galea was chair of Epidemiology, the faculty member would highlight accomplishments from the past year and review it with them.
- Oversight of a formal mentoring program

**5. Next meeting:** summer TBD